

Defining
Environmental
Justice

1991

Seeking
Environmental
Justice

1960s

Launching
Environmental
Justice

2004

Affirming
Environmental
Justice

1994

Reaching for
Environmental
Justice

2018

Furthering
Environmental
Justice

2020

Furthering the Promise:
A Guidance Document for
Advancing Environmental Justice
Across State Government



September 2020

Furthering the Promise: A Guidance Document for Advancing Environmental Justice Across State Government

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Photo on cover: The closure and transformation of Harrison Avenue Landfill to Cramer Hill Waterfront Park in Camden. Upon its completion, the site will be the largest area of parkland in Camden. Staff photographed (left to right) Michael Palmquist, State Forester John Sacco, Dave Bean, and Deputy Commissioner Olivia Glenn.

Map on cover: Map of New Jersey's overburdened communities (p. 28).



State of New Jersey

OFFICE OF THE GOVERNOR
PO BOX 001
TRENTON, NJ 08625-0001

PHILIP D. MURPHY
Governor

My fellow New Jerseyans and State Agency Leaders,

As part of furthering my promise to make New Jersey stronger and fairer for all residents and promote equity, I have committed to leading an administration that does its part to ensure all New Jerseyans – regardless of race, ethnicity, color, national origin, or income – enjoy the equal protection of our laws. That protection includes the right to live, work, and recreate in a safe and healthy environment and equal access to natural and clean energy resources.

This goal is contingent on our state agencies empowering residents to meaningfully participate in decision-making, especially in matters that affect their environment, communities, and health.

New Jersey's state government must lead by example. Every day, our programs and policies impact the lives of environmental justice communities. And now, I'm pleased to provide New Jersey's executive branch with tools to better evaluate those impacts and set key milestones – recognizing where programs may have inadvertently put public health burdens on our most disadvantaged communities and identifying opportunities to increase environmental and public health protections in the future.

To further my commitment to this endeavor, in one of my first acts as Governor, I signed Executive Order 23 directing the Department of Environmental Protection (DEP) to develop guidance to advance environmental justice across New Jersey state government by integrating equity considerations in government decision-making.

Make no mistake: this is hard work. To overcome the systemic environmental and public health disparities that affect many of our vulnerable communities, we must improve upon longstanding, imbedded policies and practices across our government and view our work through a lens of equity. This work calls upon one of New Jersey's many strengths: empathy and respect for our neighbors. It is in view of those strengths that I am confident that our leadership and staff across state agencies will rise to meet this challenge, making New Jersey a stronger and fairer state for all our residents.

I extend my sincere thanks to our Commissioner of the Department of Environmental Protection, Catherine McCabe, and the DEP's entire team for working diligently to develop this guidance, engaging environmental justice communities, fellow state agencies, and the public during the process. Your commitment to equity and thoughtful participation moving forward will ensure the success of this mission and deliver the promise of environmental justice throughout New Jersey.

My very best,

A handwritten signature in blue ink, appearing to read "Phil Murphy".

Philip D. Murphy
Governor

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor



State of New Jersey

Department of Environmental Protection
P.O. Box 420
Trenton, New Jersey 08625

CATHERINE R. McCABE
Commissioner

Dear Colleagues,

With the passage of Executive Order 23 on April 20, 2018, Governor Murphy charged all Executive Branch Departments and Agencies with working together to build a stronger and fairer New Jersey for all by advancing environmental justice as a core principle of our policies and programs.

The DEP is proud to present you with this Guidance Document—Furthering the Promise. The tools and milestones in Furthering the Promise support and intensify our Administration’s continuing efforts to carry out our shared responsibility for environmental justice. We are grateful for the collaboration that made this guidance possible, including the legacy of environmental justice advocates and engagement with environmental justice communities, members of the public and representative of New Jersey state agencies.

The disproportionate impacts of the COVID-19 pandemic on our most vulnerable residents has made all the clearer that, if there were ever a moment to deepen our coordinated efforts to achieve environmental justice in New Jersey, it is now. This public health emergency has laid bare the reality that, while we all face significant health and economic challenges, already vulnerable populations are much more deeply and negatively impacted. This painful inequity is systemic, and due in part to the underlying adverse environmental conditions long born by our environmental justice communities who too often also lack the environmental benefits readily available to so many of us.

At the DEP, we are leading by example. Since the passage of Executive Order 23, we have made environmental justice and equity central to our mission. We have improved our work of environmental protection within our most distressed communities. We have spent considerable time reflecting on the earliest environmental justice body of work, as well as actively listening to our communities to identify their deepest concerns, to learn ways we can do more. We look forward to continued collaboration across state government to further the promise of environmental justice.

Over the next several months, we ask that you join us as we convene the Environmental Justice Interagency Council, reflect on our principles and ways we engage with our most distressed communities, build our Executive Branch initial assessments and action plans, conduct training, and identify the challenges and opportunities that will enable us, together, to further the promise of a better future ***for all*** New Jerseyans.

Sincerely,

Catherine R. McCabe
Commissioner

Olivia C. Glenn
Deputy Commissioner, Environmental Justice and Equity



Catherine R. McCabe



Olivia C. Glenn

Executive Summary

All New Jersey residents deserve to live, work, learn, and play in a clean and healthy environment. ***Furthering the Promise Guidance Document*** propels us toward that goal for all New Jerseyans, regardless of income, race, ethnicity, color or zip code. In accordance with Executive Order 23, this guidance document will help Executive Branch departments and agencies (“the Executive Branch”) to achieve environmental justice when implementing their statutory and regulatory responsibilities. ***Furthering the Promise*** provides a framework for realizing the State’s environmental justice goals concertedly across the Executive Branch and in collaboration with the communities we serve.



Governor Phil Murphy (seated) signing Executive Order 23 on April 20, 2018 with DEP leadership and key environmental justice advocates.

This guidance document was developed through both interagency coordination and a public stakeholder process. Following the issuance of EO 23, an interagency team was formed to provide input for the guidance, and to share experiences, challenges and program successes in addressing environmental justice in the state. DEP met with public stakeholders, including members of overburdened communities, conservation and planning organizations, business and industry, and municipal, county, and state elected officials. A first draft of the guidance was shared with stakeholders on December 17, 2018 and the public comment period closed on March 22, 2019.

Reflecting the input and feedback from stakeholders, this final guidance document provides a framework for the Executive Branch to incorporate environmental justice considerations in implementing their statutory and regulatory responsibilities.

Achieving environmental justice is the shared responsibility of all of New Jersey’s governmental and regional entities to focus on environmental, social, health, and economic opportunities to improve the quality of life for those within our overburdened communities.

To further the promise of environmental justice, identifying environmental justice communities is required. This is achieved in New Jersey via three steps: identify communities of concern; identify and reduce disproportionate environmental and public health stressors; and identify and increase environmental and public health benefits.

Furthering the Promise outlines the structure to advance environmental justice concertedly across the Executive Branch in three ways:

- Apply principles for furthering the promise of environmental justice in New Jersey, as identified by impacted communities and decades of local, state, and federal experience. These principles include: cultivate awareness consistently; empower communities to participate in decision making processes; and plan for and embrace change.

- Launch the Environmental Justice Interagency Council (EJIC). The EJIC will convene to help agencies adopt the principles; complete Executive Branch initial assessments; participate in workshops and trainings; and create Executive Branch action plans. EJIC will also oversee the development of a transparent process for setting milestones and regular evaluation of progress in implementing the action plans. Evaluation with a progress report will be provided to the public every two years.
- Complete Executive Branch initial assessments and Executive Branch action plans. Executive Branch initial assessments will help us identify our existing practices and procedures throughout state government, as well as shape the workshops, trainings, and collaborations that should take place. The action plans will enable the Executive Branch to outline actions and set milestones to measurably improve conditions in communities of concern through their programs and activities.

Without furthering the promise of environmental justice, our environmental justice communities will continue to be disproportionately affected by environmental degradation, health risks, housing challenges, and inadequate access to resources that impact their quality of life. As State agencies and departments implement the ***Furthering the Promise Guidance Document***, it will result in direct engagement with our partners and residents in environmental justice communities to implement needed remedies, foster creative solutions, ensure the appropriateness of our response, and identify and leverage all available resources, from the federal, state and local levels. The outcome will be further meaningful involvement, reduced environmental and public health stressors, increased environmental and public health benefits, stronger capacity in our communities, and a stronger state government.



Governor Phil Murphy signs the environmental justice law on September 18, 2020 with DEP leadership and key environmental justice advocates.

I. What is Environmental Justice?

Timeline of Key Environmental Justice Milestones

1960s	<i>Seeking environmental justice</i> , Civil Rights leaders note public health dangers in environmental inequities
1990	<i>Supporting environmental justice</i> , EPA convenes Environmental Equity Workgroup
1991	<i>Defining environmental justice</i> , First National People of Color Environmental Leadership Summit convenes and adopts “The Principles of Environmental Justice” that unify the environmental justice movement and catalyze governmental framing for achieving environmental justice
1994	<i>Affirming environmental justice</i> , President Clinton issues Executive Order 12898 setting environmental justice on a federal level
1998	<i>Initiating environmental justice in New Jersey</i> , NJDEP Commissioner Shinn created an Environmental Equity Task Force that later became the Environmental Justice Advisory Council (EJAC)
2002	<i>Underscoring environmental justice</i> , Second National People of Color Environmental Leadership Summit convenes and adopts “Principles of Working Together”
2004	<i>Advancing environmental justice</i> , Governor McGreevey issues New Jersey’s first Environmental Justice Executive Order
2009	<i>Launching environmental justice</i> , Governor Corzine issues Environmental Justice Executive Order
2016	<i>Sustaining environmental justice</i> , NJDEP Commissioner Martin issues Environmental Justice Administrative Order
2017	<i>Elevating environmental justice</i> , U.S. Senator for New Jersey Cory Booker first Introduces federal Environmental Justice bill
2018	<i>Reaching for environmental justice</i> , Governor Murphy Issues Environmental Justice Executive Order
2020	<i>Believing in environmental justice</i> , the New Jersey legislature and Governor Murphy pass the Environmental Justice law with New Jersey’s environmental justice advocates
2020	<i>Furthering the Promise of environmental justice</i> , the New Jersey Executive Branch implements <u>“Furthering the Promise: A Guidance Document for Advancing Environmental Justice Across State Government”</u> with the communities we serve

Framing Environmental Justice for New Jersey's Executive Branch

The U.S. Environmental Protection Agency (EPA) defines environmental justice as “the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.” EPA has further explained that:

“Fair treatment” means that no group of people should bear a disproportionate share of the negative environmental consequences resulting from industrial, governmental and commercial operations or policies. EPA also recommends that *“fair treatment”* include consideration of how environmental and public health benefits, as well as stressors, are distributed across all populations.

“Meaningful involvement” means that people have an opportunity to participate in decisions about activities that may affect their environment and/or health; the public's contribution can influence the regulatory agency's decision; community concerns will be considered in the decision-making process; and decision makers will seek out and facilitate the involvement of those potentially affected.

In New Jersey, we support the EPA's definition of environmental justice. We identify environmental justice communities using three sets of data: demographics, such as low-income households, minority status, and limited English proficient populations. We also consider the presence of disproportionate environmental and public health stressors. And finally, we consider the lack or absence of environmental and public health benefits.

Identifying Environmental Justice Communities in New Jersey

To most effectively address environmental justice concerns, protect communities from disproportionate environmental and public health stressors, and promote consistency of response, the State must clearly identify environmental justice communities while providing an appropriate level of flexibility for State agencies to tailor efforts to best serve the needs of the communities affected by particular issues. Much like the federal Opportunity Zone program¹ or the NJ Department of Community Affairs' Municipal Revitalization Index², identifying environmental justice communities will also assist state agencies in directing investments and resources into areas that can benefit the most and make New Jersey stronger and fairer.

New Jersey's first criteria is to identify communities of concern. In addition to fully comprising overburdened communities, communities of concern identify social demographic factors that are relevant to all of the Executive Branch³. The identification of an overburdened community is based on demographic criteria in the recently signed environmental justice law⁴. That landmark law noted that if a community block group has a population that is 35% low income; 40% minority; or 40% limited English proficient, it is an overburdened community. Appendix A provides maps and a chart of New Jersey's overburdened communities—all the community block groups in New Jersey that meet at least one of these criteria. We realize that other Executive Branch programs utilize additional demographic data. Through the work of our Environmental Justice Interagency Council (EJIC), other members of the Executive Branch will have the opportunity to provide such data under the umbrella of "communities of concern."

Secondly, we must assess a community's level of environmental and public health stressors. Some of the criteria for "environmental and public health stressors" were determined in the recently signed environmental justice law, such as concentration of stationary and mobile sources of air pollution; contaminated sites; waste transfer stations or other solid waste facilities; recycling facilities; water quality, water pollution from facilities, or combined sewer overflows; or conditions that may cause potential public health impacts, including, but not limited to, asthma, cancer, elevated blood lead levels, cardiovascular disease, and developmental problems. We recognize that the work of environmental justice transcends the siting of facilities and requires cross-agency coordination. As such, additional stressors will be identified by the Executive Branch through the work of the EJIC. Data for environmental and public health stressors along with other analytical and community planning tools will be made available to the public once finalized.

And finally, we must identify the lack or absence of environmental and public health benefits. We will work together via the EJIC to identify additional environmental and public health benefits. Some examples include: high quality parks; clean energy alternatives; quality public housing; a large quantity of parks; tree canopy resulting in reduced urban heat island effect; safe bicycle and pedestrian corridors in populated communities; and access to healthy food. More examples are available in the chart below.

Additionally, DEP, in collaboration with other NJ state agencies such as the Department of Health, State Police, Department of Transportation, Department of Community Affairs and Board of Public Utilities, has been working to develop and refine analytical and community planning tools that use data to enhance local technical capacity to address environmental and public health challenges. These tools will be shared for state agency and public use once they are finalized. Together, these resources and efforts will help us identify environmental justice communities and prioritize ways we can work across the Executive Branch to lift all New Jerseyans.

¹ New Jersey Department of Community Affairs (DCA), Opportunity Zones, n.d. Retrieved from https://www.state.nj.us/dca/divisions/lps/opp_zones.html.

² NJ DCA, Municipal Revitalization Index, n.d. Retrieved from <https://www.nj.gov/dca/home/MuniRevitIndex.html>.

³ Overburdened communities were defined in the recently signed environmental justice law. However, because the scope of the guidance document is broader than siting of facilities, and other members of the Executive Branch have underlying data used to identify demographic groups of concern, we provide the room under "community of concern" designation to add additional demographic variables.

⁴ A.B. 2212/S.B. 232, 219TH Legislature, 2020 1st Annual Session (NJ 2020).

Criteria for Identifying Environmental Justice Communities In New Jersey

Environmental justice communities are identified by three criteria: presence in a community of concern; the presence of disproportionate environmental and public health stressors; and the absence or lack of environmental and public health benefits. See figure 1 on following page for a Venn diagram of these criteria.

Presence of Communities of Concern

Inclusive of all overburdened communities identified in the recently signed EJ law.

- **Low-Income:** At least 35% of households qualify as low-income households; **or**
- **Minority:** at least 40% of the residents identify as minority or as members of a state recognized tribal community; **or**
- **Limited English proficiency:** at least 40% of the households have limited English proficiency

Once EJIC convenes, additional considerations not specified in the recently signed EJ law include, but are not limited to:

- Carless households
- Social vulnerability index
- Low and moderate income (LMI)

Presence of Disproportionate Environmental and Public Health Stressor

Inclusive of all environmental and public health stressors identified in the recently signed EJ law.

Disproportionate quantity of sources of environmental pollution, including, but not limited to:

- Concentration of stationary and mobile sources of air pollution
- Contaminated sites
- Waste transfer stations or other solid waste facilities
- Recycling facilities
- Water quality, water pollution from facilities, or combined sewer overflows; or
- Conditions that may cause potential public health impacts, including, but not limited to, asthma, cancer, elevated blood lead levels, cardiovascular disease, and developmental problems

Once EJIC convenes, additional considerations not specified in the recently signed ation law include, but are not limited to:

- Maternal and prenatal health stressors
- Increased vulnerability to climate change stressors

Lack or Absence of Environmental and Public Health Benefits

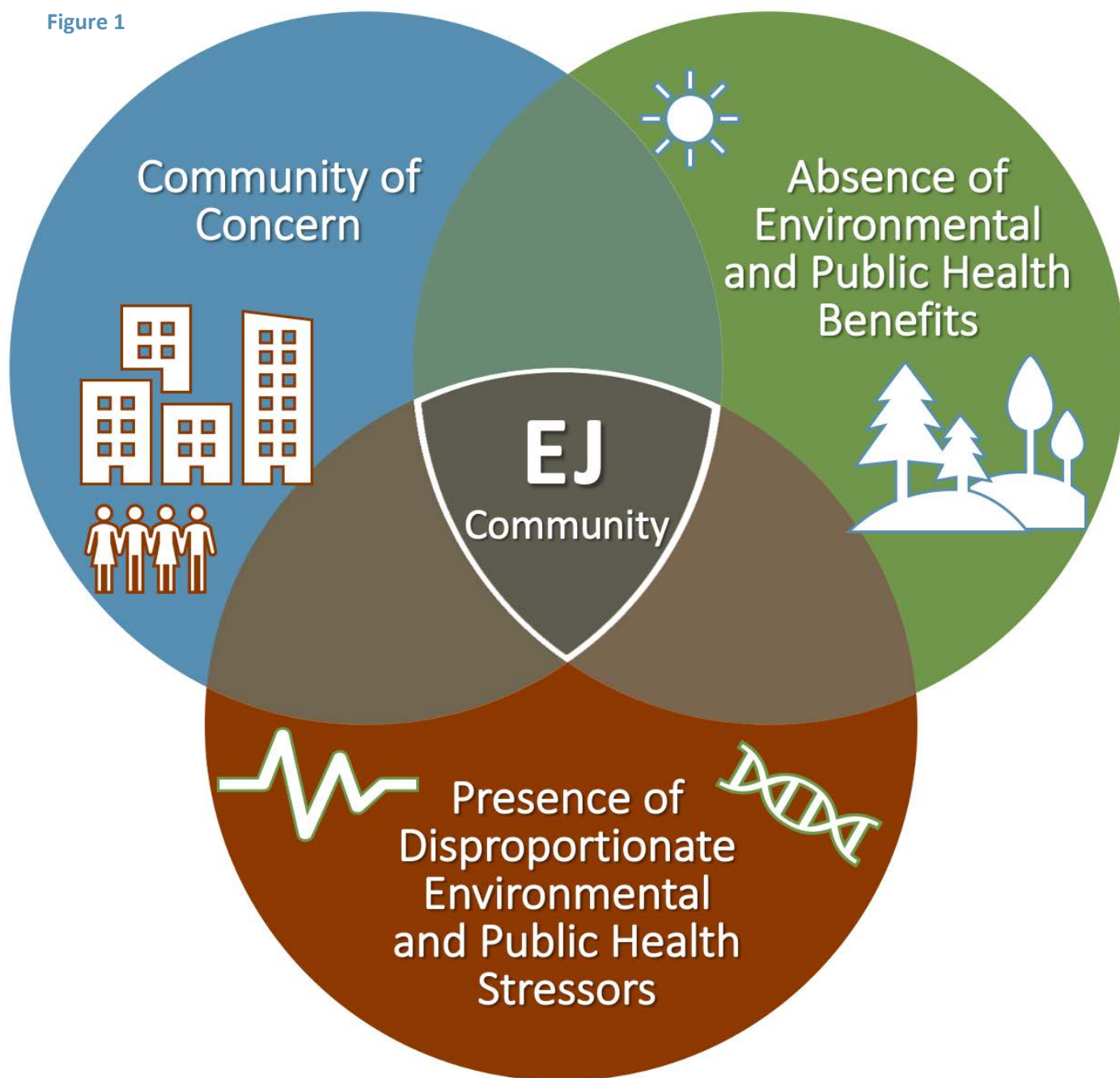
The lack or absence of net improvements in social welfare that result from changes in the quantity or quality of ecosystem goods and services attributable to policy or environmental decisions. Once EJIC convenes, additional considerations not specified in the recently signed EJ law include, but are not limited to:

- High quality parks
- A large quantity of parks
- Tree canopy resulting in reduced urban heat island effect
- Safe bicycle and pedestrian corridors in populated communities, and
- Green infrastructure
- Access to healthy food
- Access to quality public housing
- Access to quality public transportation
- Access to clean energy alternatives
- Access to resources to mitigate climate change stressors

Criteria for Identifying Environmental Justice Communities In New Jersey

Environmental justice communities are identified by three criteria: presence in a community of concern; the presence of disproportionate environmental and public health stressors; and the absence or lack of environmental and public health benefits (see figure 1).

Figure 1



Environmental Justice Challenges and Opportunities Identified by Stakeholders

DEP met with stakeholders, including members of communities of concern, conservation and planning organizations, business and industry representatives, and municipal and state elected officials. Multiple meetings with public stakeholders were held at DEP and in various communities across the state during the evening to maximize stakeholder availability.

CHALLENGES

Input from stakeholders identified many challenges for communities of concern, which are exacerbated by underlying racial disparities and poverty, that include the following:

- Excessive and disproportionate exposure to:
 - Air pollution from stationary and mobile sources;
 - Lead contamination in housing, drinking water and soils;
 - Sites contaminated with hazardous substances;
 - Pesticides; and
 - Surface water, ground water and drinking water pollution.
- Lack of policies addressing cumulative environmental and public health impacts from exposure to multiple and varying sources of pollution.
- Prevailing social conditions that contribute to cumulative negative health effects through lack of access to:
 - Affordable housing;
 - Health care;
 - Healthy food;
 - Safe and clean public transportation;
 - Safe bicycle and pedestrian infrastructure; and
 - Green areas and canopy cover.
- Vulnerability to effects of climate change, including increased flooding, heat waves, droughts, and wildfires.



OPPORTUNITIES

Stakeholders also identified opportunities for state agencies to improve conditions for communities of concern, including:

1. Improve community engagement by state agencies;
2. Provide capacity building assistance for communities;
3. Promote clean energy;
4. Increase and improve urban green spaces;
5. Support and promote urban agriculture;
6. Use climate change mitigation policy for mandatory pollution reduction targets;
7. Develop a substantive cumulative impacts policy to reduce pollution;
8. Provide economic development initiatives;
9. Support brownfields redevelopment and promote resiliency in redevelopment and infrastructure projects; and
10. Increase consistency and transparency within and across state agencies.

II. Principles for Furthering the Promise of Environmental Justice in New Jersey

Before setting a course for furthering the promise of environmental justice as New Jersey's Executive Branch, we pay homage to the many environmental justice advocates and communities who have laid principles for this critical work. There are two critical junctures that adopted principles—in 1991 and 2002—at the First and Second National People of Color Environmental Leadership Summits in Washington, DC. At these convenings, over 2,000 total attendees from around the nation including representatives from New Jersey and the world set the framework for defining environmental justice and its principles. These convenings not only shaped national priorities, but also reaffirmed the efforts of New Jersey's environmental justice advocates. At the first convening, "Principles of Environmental Justice" were defined which have largely set the course for defining environmental justice by those impacted by these injustices.

At the second convening, "Principles of Working Together" were adopted which outlined principles for consideration for how entities, including governments, should collaborate with environmental justice communities. These two documents, crafted with a global community of environmental justice advocates, inform our direction and shape our priorities as state government. New Jersey's Executive Branch has adopted the following principles in furthering the promise of environmental justice.

This guidance document builds on the lessons learned from a long history of activism and Federal and State government initiatives to address environmental injustice. In New Jersey, this includes gubernatorial executive orders and administrative orders from DEP commissioners that established advisory bodies and the DEP's Office of Environmental Justice and put forth processes for identifying vulnerable communities, improving engagement with them, and enhancing public participation to promote equity in the permitting process⁵.

Principle 1: Cultivate Awareness Consistently

The Executive Branch must be aware of how their programs or activities are culturally relevant, as well as whether they may contribute to disproportionate environmental and public health stressors or a lack or absence of environmental and public health benefits to a community of concern. The Executive Branch should know the composition of, build an appreciation for, and cultivate synchronization with the communities we serve. This process begins with cultivating awareness by providing workshops and training for Executive Branch employees. Through the Environmental Justice Interagency Council, DEP will facilitate workshops and trainings with experts within and outside of state government including local community environmental justice advocates. Ongoing efforts must be made to ensure that those who conduct the trainings reflect the diversity of communities we serve.

⁵ For details about past environmental justice policies in New Jersey, see [Historical Overview of DEP's Environmental Justice Program nj.gov/dep/ej/docs/historical-overview-njdep-environmental-justice-program.pdf](https://www.nj.gov/dep/ej/docs/historical-overview-njdep-environmental-justice-program.pdf)

Principle 2: Empower Communities to Participate in Decision-Making Process

To further environmental justice, it is important to work cooperatively as a whole is greater than the sum of its parts. Partnerships between communities and government must be inclusive of all and are value added. Communities of concern must be engaged so that they can speak for themselves. When state agencies are more proactive in inviting communities of concern to the table during the decision-making process, the community feels included, trust and respect are built, state agencies are more informed, businesses are stronger neighbors, and the overall outcomes are better for all. Engagement in the decision-making process can be achieved in the timing, consistency, frequency, and methods of outreach and feedback collection with communities. They must be afforded the right to participate as equal partners at every level of the decision-making process, including needs assessment, planning, implementation, and evaluation. In addition, ongoing efforts must be made to engage the community, as well as ensure the staff of our Executive Branch, as well as the members of its boards, councils, and commissions, must continuously strive to include more diverse representation from the communities we serve.

Principle 3: Plan for and Embrace Change

The Executive Branch needs to plan for and embrace change in its missions, programs, and activities to be able to further environmental justice. The strategies and opportunities available to each agency vary, but all agencies must find ways to make a difference for environmental justice communities by thinking creatively, proactively looking for opportunities, and using all the means at their disposal. Additionally, all agencies must strive to improve collaboration and leveraging of resources to identify and realize the many opportunities in communities of concern. Once successes are achieved, these improvements must be institutionalized. The institutionalization must be reflected in measurable goals, targets, and milestones with reductions in environmental and public health stressors and improvements in environmental and public health benefits. In addition to institutionalizing beneficial change in the implementation of programs and activities, ongoing efforts must be made to ensure that the staff of the Executive Branch, as well as the members of its boards, councils, and commissions reflect the diversity of the communities we serve.

III. Implementation Timeline

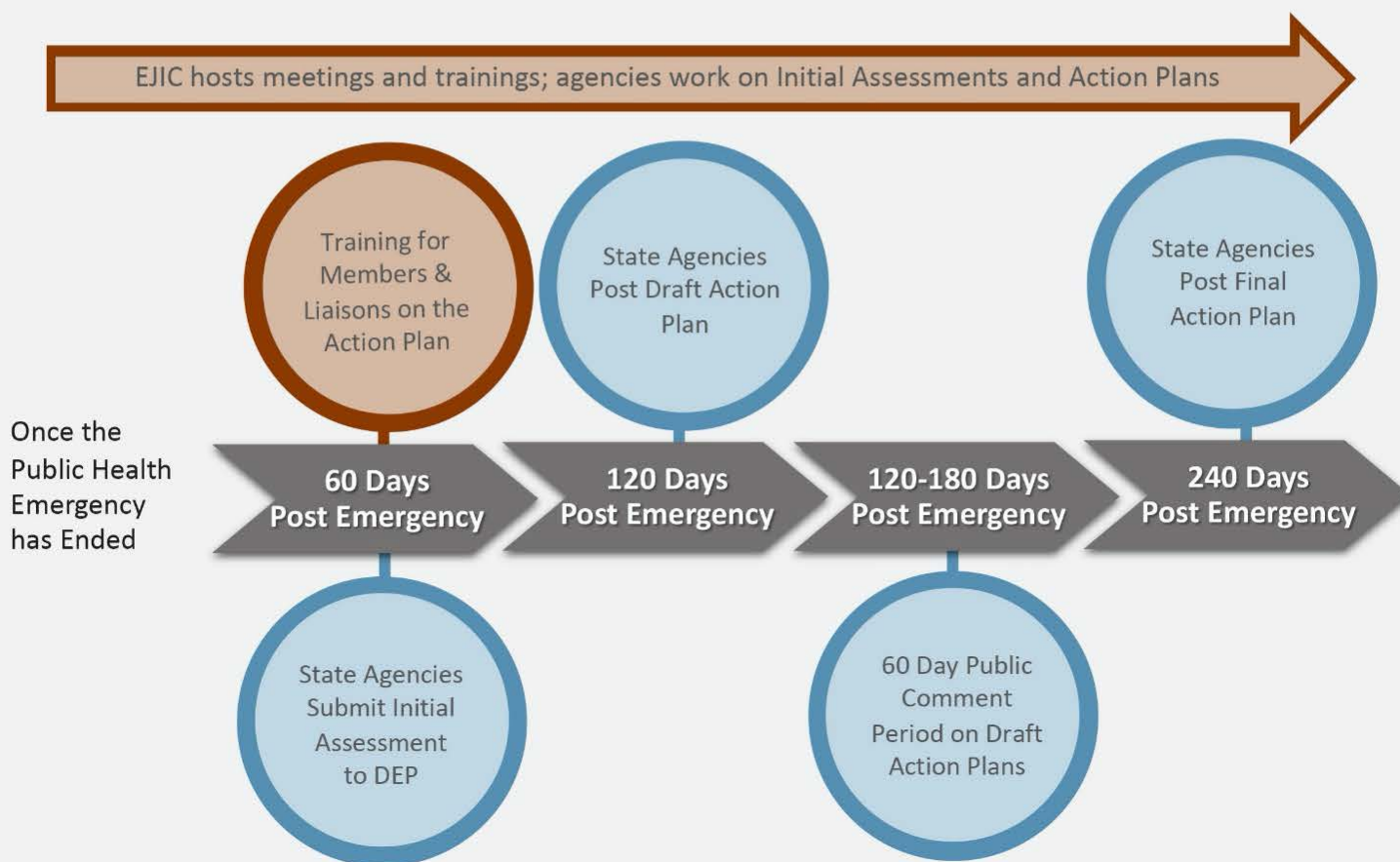
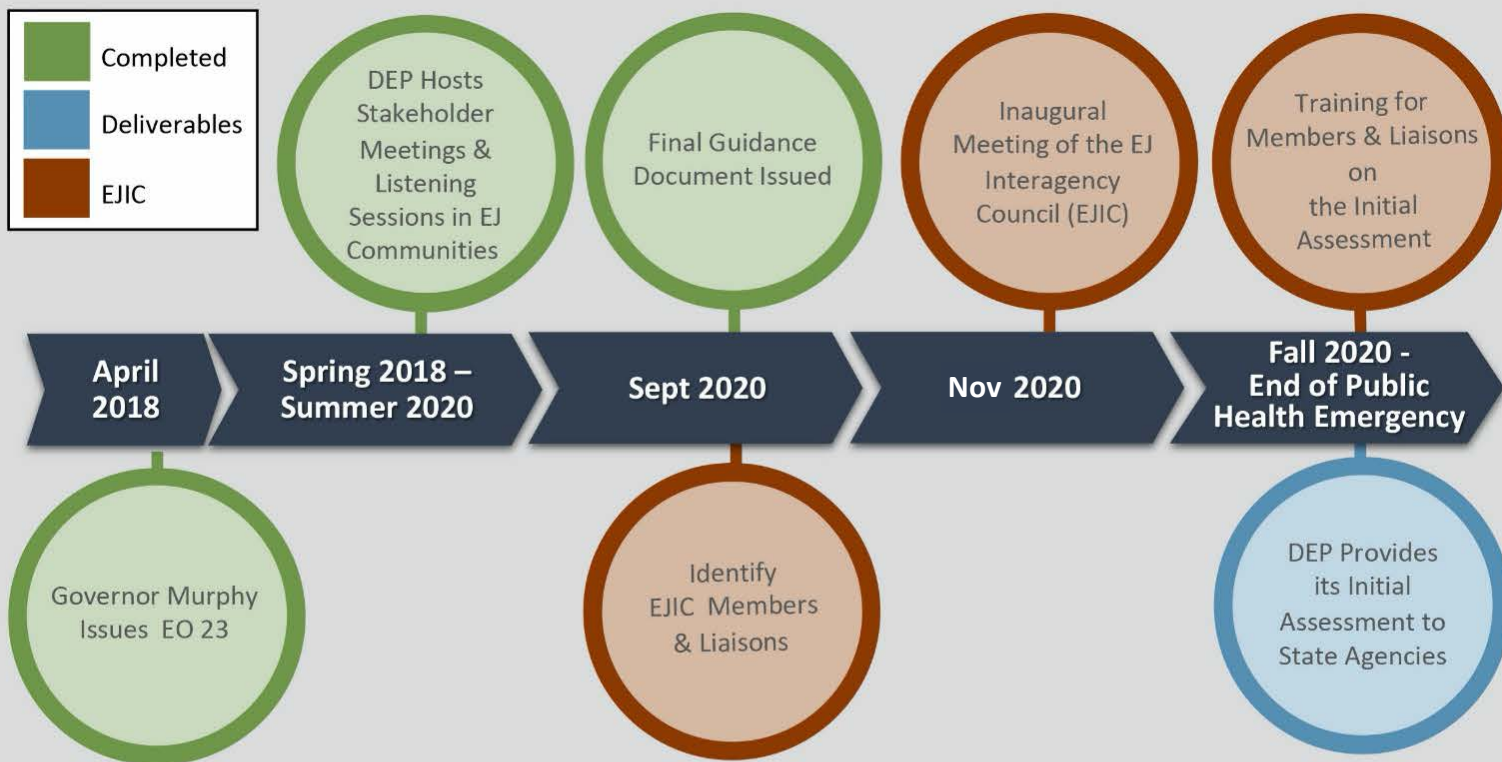
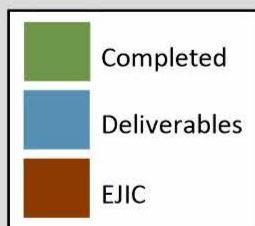
The following outlines the steps taken since the issuance of Executive Order 23, as well as the next steps agencies will take to complete initial assessments and Executive Branch action plans. See figure 2 on the following page for a timeline graphic of this information.

STAGES AND TASKS FOR IMPLEMENTING EO-23

Development of EO-23 Guidance Document – Completed	Spring 2018 – Summer 2020
▪ Governor Murphy signs EO-23	April 22, 2020
▪ DEP data collection ▪ First round of stakeholder meetings (3- Newark, Trenton, Trenton) ▪ Second round stakeholder meetings (3- East Orange, Trenton, Camden)	May - June 2018 July 2018 September 2018
▪ Draft guidance released	March 2019
▪ Public comment period and listening sessions on draft guidance document (3- Elizabeth, Trenton, Bridgeton)	March-April 2019
▪ EJ listening sessions (3 - Camden, Trenton, Paterson)	December 2018 – Spring 2020
▪ Revisions to draft guidance document	May 2019 – September 2020
▪ Release of Final EO-23 guidance document	September 2020
Environmental Justice Interagency Council (EJIC)	
▪ Each agency identifies member and designee of EJIC	October 2020
▪ DEP hosts inaugural EJIC meeting	November 2020
▪ EJIC hosts meetings and trainings; departments and agencies begin preparing initial assessments and outlining Executive Branch action plans	November 2020
▪ EJIC joint public meeting with EJAC	Winter 2021
State Agency Executive Branch Initial Assessments and Executive Branch Action Plans	
▪ DEP provides its initial assessment as an example for other state agencies	Fall 2020/Winter 2021
▪ Agencies finalize Executive Branch initial assessments	Sixty (60) days after COVID-19 public health emergency lifts
▪ Agencies post draft Executive Branch action plans	One-hundred twenty (120) days after COVID-19 public health emergency lifts
▪ Agencies conduct 60-day public comment period on draft Executive Branch action plans	One-hundred twenty to One-hundred eighty (120 to 180) days after public health emergency lifts
▪ Agencies post final Executive Branch action plans	Two hundred forty (240) days after public health emergency lifts
Future Actions	
▪ Post progress report on Executive Branch action plans every two years	Fall 2023



EO 23 Implementation Timeline



IV. Environmental Justice Interagency Council

Purpose. The Environmental Justice Interagency Council will provide the forum for interagency collaboration to ensure regular and effective interagency communication, coordination and consistency; sharing of information and best practices; leveraging of resources and actions to advance the principles described above; and measuring our progress in an individual and shared milestones to advance environmental justice via reduced environmental and public health stressors and increased environmental and public health benefits.

Members. DEP has been consulting and working with other state agencies in developing the input for this guidance. To ensure continued interagency communication and coordination in the future, DEP will lead the Environmental Justice Interagency Council, composed of senior representatives of all of the Executive Branch.

Representatives. Each department or agency that participates on the Council should be represented by a senior official designated by the agency head and by its Environmental Justice Liaison.

Collaboration with DEP's Environmental Justice Advisory Council (EJAC). The Council will collaborate and periodically meet with DEP's EJAC to identify environmental justice community concerns, develop priorities and Executive Branch action plans, and facilitate collaboration with communities of concern.

Meetings. The Council will meet periodically and will host at least one public meeting per year. Relevant information about Council meetings and activities will be shared with the public through the DEP Environmental Justice website.

Workgroups and trainings. The Council will establish workgroups and trainings to address particular issues of concern, such as the development and use of analytical and planning tools to enhance technical capacity; the current status of scientific research regarding cumulative health impacts on populations disproportionately exposed to environmental contaminants; and specialized, interdepartmental initiatives, such as sources of disproportionate exposure to lead contamination, and impacts of climate change on communities of concern. Workgroups will establish specific milestones, deliverables, and timelines for their work; make that information publicly available through the DEP Office of Environmental Justice website; and may include public members.

V. Executive Branch Initial Assessments

This template for an agency's initial assessment is provided as a primer. The details of developing the assessments will be discussed at the first meeting of EJIC. DEP will complete its initial assessment as an example for all of the Executive Branch before the lifting of the COVID-19 public health emergency. Initial assessments for the other agencies will be due 60 days after the COVID-19 public health emergency is lifted. In the meantime, DEP will provide workshops and trainings that will provide further guidance for developing the assessments. These initial assessments provide the critical groundwork for advancing to the next step: Executive Branch action plans.

FURTHERING THE PROMISE OF ENVIRONMENTAL JUSTICE | WORKSHEET

YOUR ORGANIZATION'S IMPACT

State your organization's mission and its connection to protecting natural resources, public health, and/or enhancing quality of life.

Identify ways you could modify your approach for carrying out your mission to increase benefits or reduce stressors on communities of concern.

Assess how your program's activities may cause environmental disturbances or potentially reduce quality of life. Include consideration of current programs or initiatives that may have imminent impacts on communities of concern.

Identify how the sectors you regulate have potential impacts—direct or indirect—on the environment, public health, and/or quality of life in communities of concern.

List ways that negative impacts could be reduced or mitigated.

Identify programs or opportunities that could assist communities of concern in improving their environment, public health, and/or quality of life.

Identify existing and/or potential new programs that you can partner with to build capacity in communities of concern.

IDENTIFY COMMUNITIES OF CONCERN

Use maps and chart in Appendix A to identify communities of concern that may be impacted by your programs and list them below. Then indicate the factors of each community by number in the chart below. Use multiple copies of this sheet if you have more than five communities identified. Please note that sometimes the Executive Branch scope is statewide. For other initiatives, it is more targeted. Please use as applicable.

1. Community _____
2. Community _____
3. Community _____
4. Community _____
5. Community _____

COMMUNITY FACTOR	Community number (community identified above)				
	1	2	3	4	5
Minority					
Limited English					
Low income					
Disproportionate environmental and public health stressors					
Lack or absence of environmental and public health benefits					
Vulnerable populations in demographic composition e.g. homeless, elderly, children					

Notes on Communities of Concern Identified

TRAINING

List any trainings or workshops in which your department or agency (including boards, councils, commissions, etc.) have participated in regarding environmental justice or the advancement of quality of life in the communities we serve.

WORKSHOP TITLE	FACILITATOR	DATE

OUTREACH AND ENGAGEMENT IN DECISION MAKING

Identify the ways, tools and best practices you currently use to conduct outreach with communities of concern.

- | | |
|---|---|
| <input type="checkbox"/> Town hall meetings | <input type="checkbox"/> Multiple dates or methods to submit comments |
| <input type="checkbox"/> Social media | <input type="checkbox"/> Work with community leaders |
| <input type="checkbox"/> Newspaper | |
| <input type="checkbox"/> Multi-lingual | <input type="checkbox"/> _____ |

Outreach method notes

Identify gaps in your outreach methods and strategies used to reach your identified communities of concern.

Identify the ways you incorporate communities' feedback into decision-making processes.

OUTREACH CONSIDERATIONS

Review this list when undertaking a new policy or regulation, even when the project involves working with other agencies.

☐ **Know when to conduct outreach**

Agencies should conduct proactive outreach to local communities of concern for any new or expanded facility, permit, project or other activity that the agency, or a private entity regulated by the agency, proposes to undertake in a community with environmental justice concerns.

☐ **Use a stakeholder process**

Include groups or individuals who represent environmental justice in the stakeholder process before issuing proposed regulations or policies and when seeking public comment after regulations or policies are proposed.

☐ **Lead the outreach when part of a multi-agency project**

Coordinate community outreach. If multiple agencies or programs are involved in the same facility, permit or project.

OUTREACH CHECKLIST

Each time a new policy or regulation will affect a community of concern, review the list below to help guide outreach.

☐ **Identify challenges**

Identify community concerns and challenges for obtaining input for program design and developing policies or regulations.

☐ **To tailor to the community's needs, plan meetings**

- In the community
- In the evening, to allow more people to attend
- To have with a translator attend the meeting in areas where necessary
- To occur more than once for issues of high importance and community interest

☐ **Translate notices**

Translate notices to relevant language(s) spoken widely in the community.

☐ **Give ample notice**

Provide early public notice, ideally 60 days, before a formal proposal or decision is made, to allow an effective opportunity for community input.

☐ **Post in the community**

Post notices in places that community members are most likely to see, including local community group offices and other gathering spots, and through media, including social media, commonly used by the community.

- ☐ **Distribute pertinent information before meetings**
Make underlying information for the proposal available in advance of public meetings, in an easy-to-access place and format.
- ☐ **Engage with community leaders**
Conduct active, personal outreach to community group leaders to make sure that notice has been effectively received.
- ☐ **Use clear concise language and graphics**
Present information at the meeting to be accessible, clear, understandable, non-technical language, and with visual aids such as graphs, icons, infographics, and photos.

AFTER PUBLIC MEETINGS

After meeting with communities of concern, review this list to help guide your next steps.

- ☐ **Respond to feedback**
Respond to feedback provided by those engaged in the process. Meaningful involvement means that communities, stakeholders and members of the public are shown that their voices have been heard. This could be in the form of meeting summaries, responses to comments or questions, or other means to demonstrate their concerns have been considered.
- ☐ **Present the community's influence on the outcome**
Give feedback to the community after a decision is made and make clear how the community's comments were taken into consideration.
- ☐ **Apply Lessons learned**
When certain types of project are reviewed and completed, evaluate the project and identify ways to make similar projects better. This can be achieved through knowledge sharing or sharing in team meetings to revise rules and policies.

SETUP FOR YOUR ORGANIZATION'S ENVIRONMENTAL JUSTICE SUCCESS

- ☐ **Designate a Liaison**
Through Executive Order 23, each agency should designate a dedicated, knowledgeable, and well-connected employee to lead the agency's environmental justice discussions and work.
- ☐ **Participate in the EJAC**
Consult and meet with the Environmental Justice Advisory Council (EJAC) regularly. EJAC was designated by Governor Murphy's Executive Order 23 as a key advisory body on environmental justice for DEP as well as other state agencies.
- ☐ **Create a master contact list**
Create and use an environmental justice master list for outreach to communities. DEP will prepare and share with other state agencies a statewide master list of groups representing environmental justice communities. Agencies should develop additional contact lists tailored to their specific programs.
- ☐ **Establish an advisory council for your organization**
Consider establishing your own advisory council or task force for gathering input and feedback from communities affected by your programs and activities.
- ☐ **Evaluate boards and councils for appropriate representation**
Assess composition of decision-making entities, such as task forces, boards, councils, and commissions to ensure the membership or designees reflect diverse representation from the communities managed, impacted, or served.
- ☐ **Identify ways to increase environmental and public health benefits**
Proactively provide resources and support to enable communities of concern to get maximum benefits from your programs. Where appropriate, tailor processes for projects within communities of concern to ensure adequate participation and consideration of input in the decision-making process. Set clear milestones to see this achieved.
- ☐ **Identify ways to decrease environmental and public health stressors**
Proactively identify ways to enable communities of concern to get reduce stressors from programs you regulate. Where appropriate, tailor processes for projects within communities of concern to ensure adequate participation and consideration of input in the decision-making process. Set clear milestones to see this achieved.
- ☐ **Evaluate decision making**
Look at your organization's policies, data sharing, regulations, enforcement, funding prioritization, or other decision-making and evaluate how they overlook or could do more for communities of concern. Set clear milestones to reduce stressors and increase benefits in affected communities.
- ☐ **Evaluate processes and policies**
Examine systemic processes, rules, policies, funding opportunities, and procedures and revise to reduce stressors, increase benefits and boost the quality of life in affected communities. Set clear milestones to see this achieved.
- ☐ **Identify new ways your agency can "do no harm"**
Avoid harmful impacts and mitigate for unavoidable impacts. If your agency's activities (or local and private activities controlled or regulated by your agency) will involve environmental or public health impacts, make an extra, proactive effort to reach out to the affected communities in the early planning stages, avoid impacts to maximum extent possible, and provide mitigation measures in the impacted community where impacts are unavoidable. Set clear milestones to see this achieved that lay key groundwork for the Executive Branch action plan process.

VI. Executive Branch Action Plans

Upon completion of initial assessments and participating in trainings through the Environmental Justice Interagency Council, all agencies will produce Executive Branch action plans. These documents will guide the work each agency will do to implement environmental justice, setting milestones with measurable outcomes to reduce environmental and public health stressors and increase environmental and public health benefits. State agencies may consult with DEP and DEP's Environmental Justice Advisory Council (EJAC) during the development of their action plan, as well as on issues such as projects that may raise environmental justice concerns. The following provides an outline of the action plan's components. Additional sections may be added as tailored to a department or agency's priorities.

I. Introduction

II. Goals, Principles, and Priorities

Incorporate goals, principles and priorities established by Executive Order 23, the guidance, and the Environmental Justice Interagency Council. Additional goals appropriate to an agency's vision and mission may also be included. Add additional agency specific goals.

III. Agency Training

Provide a plan for how the agency or department will educate and train agency staff about environmental justice and their role in advancing environmental justice goals. DEP's Office of Environmental Justice will provide in-person or virtual train-the-trainer, and online training resources for agencies to assist employees in understanding and identifying environmental justice issues.

IV. Agency Identification of Environmental Justice Challenges and Opportunities

Identify existing programs that have a significant impact on environmental justice and how those programs interact with environmental justice communities.

V. Executive Branch Action Plans for Addressing Environmental Justice Challenges and Opportunities

Outline actions and set milestones to address environmental justice challenges and implement opportunities as identified above. Include opportunities to improve engagement and collaboration with overburdened communities and to improve conditions in those communities by reducing stressors and increasing benefits.

VI. Interagency Coordination

Many issues that impact environmental justice communities are multi-faceted and interdepartmental. Through the Interagency Council, the Executive Branch will identify opportunities to work with other state departments or agencies to ensure interagency communication, coordination and consistency; sharing of information and best practices; and leveraging of resources and actions to advance the goals, principles, and priorities described in the guidance.

VII. Evaluation

Establish a transparent process for regular evaluation of action plans developed pursuant to the guidance. This will include identifying how you measure success for your agency, share your progress and accomplishments, and how you share those results with stakeholders and communities.

Appendix A: Criteria Mapping and List

The maps and table below show the location of overburdened communities in New Jersey. From the recently signed landmark environmental justice law, overburdened communities are defined as: Any census block group, as determined in accordance with the most recent US Census, in which:

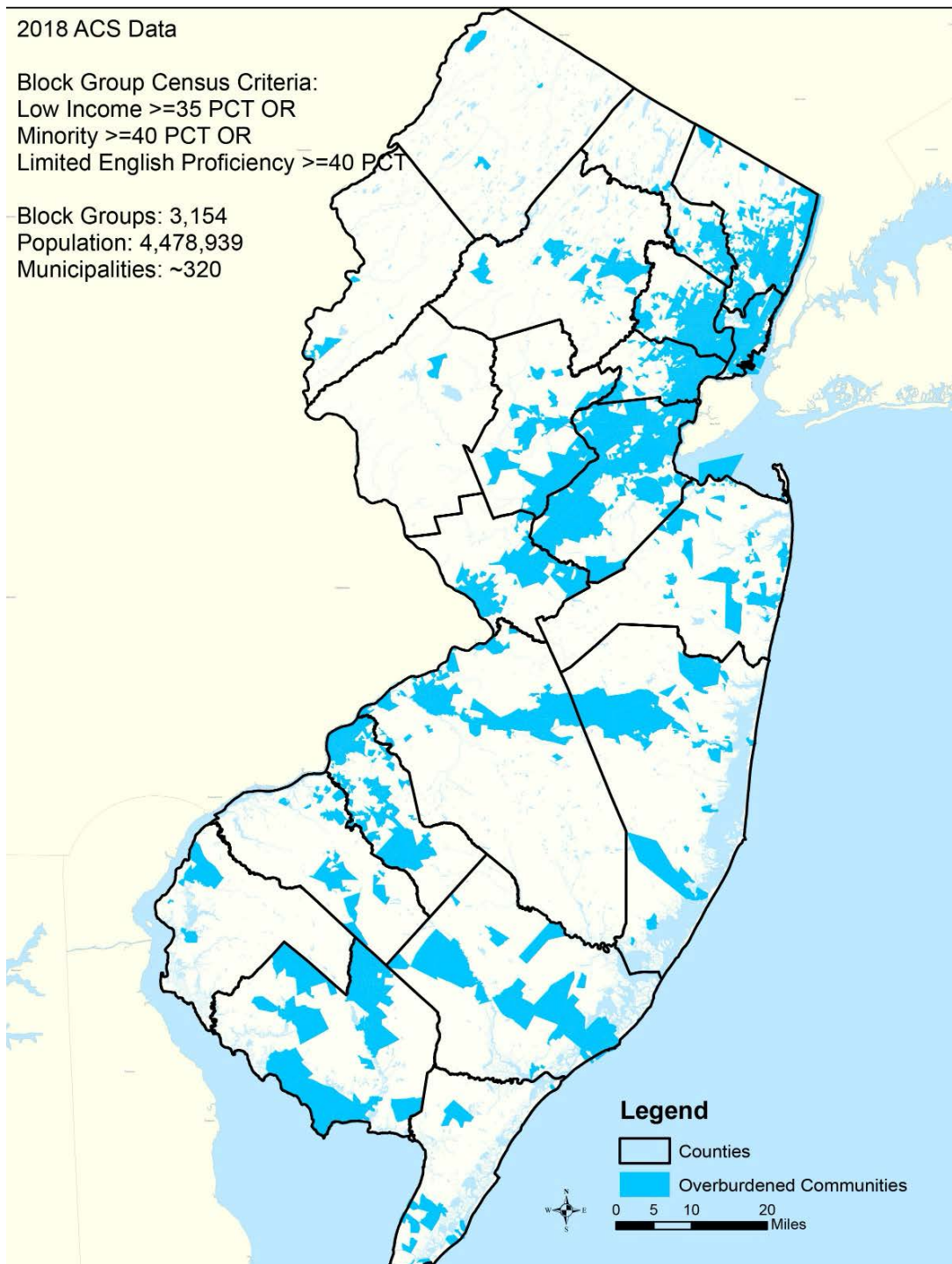
- (1) at least 35 percent of the households qualify as low-income households; **OR**
- (2) at least 40 percent of the residents identify as minority or as members of a State recognized tribal community; **OR**
- (3) at least 40 percent of the households have limited English proficiency.

Map 1 provides highlights all overburdened communities, whether they meet one, two, or three variables.

Map 2 provides highlights of all overburdened communities, but distinguishing which criteria they meet, as well as whether they meet one criteria, a mix of two criteria, or three criteria.

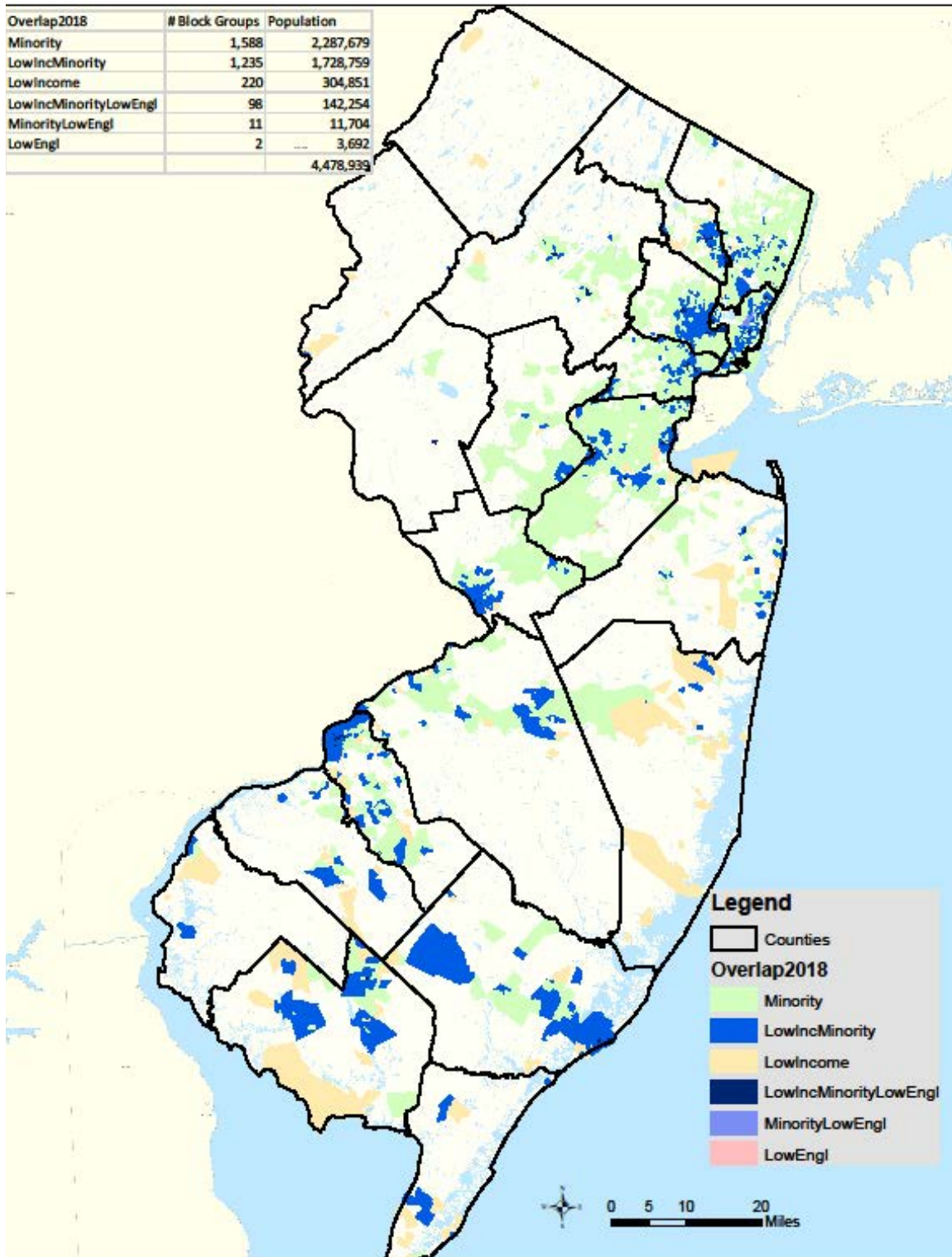
The table indicates the specific data that informs how each municipality's overburdened communities were determined. The first column estimates the percent population that meet at least one of these criteria. The next columns estimate populations for each criteria separately (low income, minority or limited English proficiency). For example, for Alpine Boro, it only meets the criteria for minority; and in Alpine Boro, 100% of the block groups meet the criteria of 40% of residents identifying as minority or a State recognized tribal community.

NEW JERSEY'S OVERBURDENED COMMUNITIES



Map 1: Census block groups that meet any criteria for overburdened communities in the recently signed environmental justice law: low-income OR minority OR limited English proficiency.

NEW JERSEY'S OVERBURDENED COMMUNITIES



Map 2: Map of census block groups that meet different combinations of criteria used for identifying overburdened communities in the recently signed environmental justice law: low-income, minority, limited English proficiency.

Table 1. Breakdown of Criteria that Contribute to Designation of Overburdened Communities within New Jersey's Municipalities

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
ABERDEEN TWP	MONMOUTH	17.1		17.1	
ABSECON CITY	ATLANTIC	29.2	14.3	29.2	
ALPINE BORO	BERGEN	100.0		100.0	
ASBURY PARK CITY	MONMOUTH	95.9	76.2	90.5	
ATLANTIC CITY	ATLANTIC	100.0	97.6	97.1	8.0
BARNEGAT TWP	OCEAN	9.3	9.3		
BARRINGTON BORO	CAMDEN	7.4	7.4		
BAYONNE CITY	HUDSON	81.8	50.2	80.2	
BEDMINSTER TWP	SOMERSET	13.5		13.5	
BELLEVILLE TWP	ESSEX	97.9	17.7	97.9	
BELLMAWR BORO	CAMDEN	61.1	45.5	27.7	
BELMAR BORO	MONMOUTH	17.2	17.2	17.2	
BELVIDERE TOWN	WARREN	37.6	37.6		
BERGENFIELD BORO	BERGEN	84.3	6.9	84.3	
BERKELEY TWP	OCEAN	34.0	34.0		
BERLIN TWP	CAMDEN	17.3	17.3		
BERNARDS TWP	SOMERSET	31.9		31.9	
BEVERLY CITY	BURLINGTON	39.6	39.6	39.6	
BLOOMFIELD TWP	ESSEX	80.4	18.1	80.4	
BLOOMINGDALE BORO	PASSAIC	19.6		19.6	
BOGOTA BORO	BERGEN	100.0		100.0	
BOONTON TOWN	MORRIS	39.3	14.0	39.3	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
BORDENTOWN TWP	BURLINGTON	34.0		34.0	
BOUND BROOK BORO	SOMERSET	88.3	11.3	88.3	
BRADLEY BEACH BORO	MONMOUTH	48.4	48.4	31.5	
BRICK TWP	OCEAN	3.4	2.3	1.1	
BRIDGETON CITY	CUMBERLAND	97.3	82.4	97.3	13.7
BRIDGEWATER TWP	SOMERSET	38.3		38.3	
BRIGANTINE CITY	ATLANTIC	4.5	4.5		
BROOKLAWN BORO	CAMDEN	61.3	61.3		
BUENA BORO	ATLANTIC	77.6	46.2	31.4	
BUENA VISTA TWP	ATLANTIC	27.2	27.2	27.2	
BURLINGTON CITY	BURLINGTON	69.3	32.1	62.4	
BURLINGTON TWP	BURLINGTON	66.9	4.1	66.9	
BUTLER BORO	MORRIS	18.5		18.5	
CAMDEN CITY	CAMDEN	100.0	96.9	100.0	8.5
CAPE MAY CITY	CAPE MAY	59.5	19.9	39.5	
CARLSTADT BORO	BERGEN	45.8		45.8	
CARNEYS POINT TWP	SALEM	68.3	36.8	47.1	
CARTERET BORO	MIDDLESEX	98.8	40.1	95.0	
CHERRY HILL TWP	CAMDEN	27.8	8.7	24.7	
CHESILHURST BORO	CAMDEN	100.0	52.0	100.0	
CHESTERFIELD TWP	BURLINGTON	23.9		23.9	
CINNAMINSON TWP	BURLINGTON	12.6		12.6	
CITY OF ORANGE TWP	ESSEX	100.0	76.2	100.0	4.3
CLARK TWP	UNION	13.1		13.1	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
CLAYTON BORO	GLOUCESTER	24.3	24.3	10.4	
CLEMENTON BORO	CAMDEN	77.3	47.8	77.3	
CLIFFSIDE PARK BORO	BERGEN	67.5	21.6	67.5	5.0
CLIFTON CITY	PASSAIC	73.4	26.3	67.7	
CLINTON TWP	HUNTERDON	28.1		28.1	
CLOSTER BORO	BERGEN	84.0		84.0	
COLLINGSWOOD BORO	CAMDEN	26.0	20.3	17.1	
COLTS NECK TWP	MONMOUTH	2.8	2.8		
COMMERCIAL TWP	CUMBERLAND	86.7	86.7		
CRANFORD TWP	UNION	4.0		4.0	
CRESSKILL BORO	BERGEN	55.3		55.3	
DEERFIELD TWP	CUMBERLAND	45.2		45.2	
DELTRAN TWP	BURLINGTON	9.7		9.7	
DEMAREST BORO	BERGEN	55.5		55.5	
DEPTFORD TWP	GLOUCESTER	36.5	3.6	36.5	
DOVER TOWN	MORRIS	100.0	40.7	100.0	9.7
DOWNE TWP	CUMBERLAND	56.1	56.1		
DUMONT BORO	BERGEN	36.7		36.7	
DUNELLEN BORO	MIDDLESEX	100.0	18.4	100.0	
EAST BRUNSWICK TWP	MIDDLESEX	47.6	7.8	47.6	
EAST HANOVER TWP	MORRIS	11.5		11.5	
EAST NEWARK BORO	HUDSON	100.0	100.0	100.0	
EAST ORANGE CITY	ESSEX	100.0	67.1	100.0	
EAST RUTHERFORD BORO	BERGEN	78.0	28.6	78.0	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
EAST WINDSOR TWP	MERCER	92.8	13.0	92.8	
EASTAMPTON TWP	BURLINGTON	35.3		35.3	
EATONTOWN BORO	MONMOUTH	38.3	18.0	38.3	
EDGEWATER BORO	BERGEN	93.9		93.9	
EDGEWATER PARK TWP	BURLINGTON	78.3	33.8	78.3	
EDISON TWP	MIDDLESEX	91.8	3.3	91.8	
EGG HARBOR CITY	ATLANTIC	100.0	87.7	100.0	
EGG HARBOR TWP	ATLANTIC	45.0	20.6	45.0	
ELIZABETH CITY	UNION	99.2	82.6	98.9	20.8
ELK TWP	GLOUCESTER	25.6	25.6	25.6	
ELMWOOD PARK BORO	BERGEN	49.4	5.5	49.4	
EMERSON BORO	BERGEN	12.4		12.4	
ENGLEWOOD CITY	BERGEN	79.3	23.6	79.3	
ENGLEWOOD CLIFFS BORO	BERGEN	87.7		87.7	
EWING TWP	MERCER	53.3	6.7	53.3	
FAIR LAWN BORO	BERGEN	17.0		17.0	
FAIRFIELD TWP	CUMBERLAND	75.4	57.7	75.4	
FAIRVIEW BORO	BERGEN	100.0	36.3	100.0	15.0
FARMINGDALE BORO	MONMOUTH	47.1	47.1		
FIELDSBORO BORO	BURLINGTON	100.0		100.0	
FLEMINGTON BORO	HUNTERDON	35.8	35.8	35.8	35.8
FLORENCE TWP	BURLINGTON	7.3	7.3	7.3	
FORT LEE BORO	BERGEN	86.8	10.1	86.8	2.5
FRANKLIN TWP	GLOUCESTER	26.0	26.0		

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
FRANKLIN TWP	SOMERSET	84.5	12.1	84.5	
FREEHOLD BORO	MONMOUTH	86.0	58.2	86.0	
FREEHOLD TWP	MONMOUTH	7.7		7.7	
GALLOWAY TWP	ATLANTIC	46.0	25.5	39.6	
GARFIELD CITY	BERGEN	69.3	47.4	57.2	
GLASSBORO BORO	GLOUCESTER	61.0	31.4	43.1	
GLEN RIDGE BORO	ESSEX	10.0		10.0	
GLEN ROCK BORO	BERGEN	7.9		7.9	
GLOUCESTER CITY	CAMDEN	34.1	23.3	22.5	
GLOUCESTER TWP	CAMDEN	35.5	13.7	29.3	
GREEN BROOK TWP	SOMERSET	83.2		83.2	
GUTTENBERG TOWN	HUDSON	100.0	68.9	100.0	
HACKENSACK CITY	BERGEN	96.7	37.5	96.7	
HACKETTSTOWN TOWN	WARREN	10.4	10.4	10.4	
HADDON TWP	CAMDEN	3.0	3.0		
HALEDON BORO	PASSAIC	100.0	37.8	87.5	
HAMILTON TWP	ATLANTIC	59.2	12.6	59.2	
HAMILTON TWP	MERCER	33.4	22.3	28.3	
HAMMONTON TOWN	ATLANTIC	14.3	14.3	9.1	
HANOVER TWP	MORRIS	4.7		4.7	
HARRINGTON PARK BORO	BERGEN	22.4		22.4	
HARRISON TOWN	HUDSON	100.0	60.5	100.0	9.1
HASBROUCK HEIGHTS BORO	BERGEN	51.4	14.7	46.2	
HAWTHORNE BORO	PASSAIC	22.8	15.1	11.2	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
HAZLET TWP	MONMOUTH	3.6	3.6		
HIGHLAND PARK BORO	MIDDLESEX	47.7	13.9	47.7	
HIGHLANDS BORO	MONMOUTH	21.5	21.5		
HIGHTSTOWN BORO	MERCER	70.3	44.9	70.3	
HILLSBOROUGH TWP	SOMERSET	38.3		38.3	
HILLSIDE TWP	UNION	100.0	22.2	100.0	
HOBOKEN CITY	HUDSON	14.1	10.5	12.4	
HOLMDEL TWP	MONMOUTH	16.8		16.8	
HOPEWELL TWP	CUMBERLAND	27.1	27.1		
HOWELL TWP	MONMOUTH	2.6		2.6	
IRVINGTON TWP	ESSEX	100.0	77.4	100.0	3.0
JAMESBURG BORO	MIDDLESEX	48.1		32.4	15.7
JERSEY CITY	HUDSON	99.2	50.3	99.2	0.7
KEANSBURG BORO	MONMOUTH	51.7	51.7	14.2	
KEARNY TOWN	HUDSON	89.9	32.9	89.9	
KENILWORTH BORO	UNION	30.8	9.7	30.8	
KEYPORT BORO	MONMOUTH	40.0	28.8	11.2	
LACEY TWP	OCEAN	7.8	7.8		
LAKEHURST BORO	OCEAN	67.2	67.2	19.2	
LAKEWOOD TWP	OCEAN	89.5	89.5	14.4	
LAWNSIDE BORO	CAMDEN	100.0	12.7	100.0	
LAWRENCE TWP	CUMBERLAND	41.2	41.2		
LAWRENCE TWP	MERCER	42.5	9.5	42.5	
LEONIA BORO	BERGEN	100.0	12.4	100.0	4.7

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
LINDEN CITY	UNION	91.2	20.4	91.2	
LINDENWOLD BORO	CAMDEN	85.2	52.1	85.2	
LITTLE EGG HARBOR TWP	OCEAN	4.8	4.8		
LITTLE FERRY BORO	BERGEN	100.0	24.2	100.0	5.4
LIVINGSTON TWP	ESSEX	28.5		28.5	
LODI BORO	BERGEN	88.8	37.5	88.8	
LONG BRANCH CITY	MONMOUTH	81.5	62.7	68.9	
LOPATCONG TWP	WARREN	51.8	51.8		
LOWER TWP	CAPE MAY	18.3	18.3		
LUMBERTON TWP	BURLINGTON	24.0	5.4	24.0	
LYNDHURST TWP	BERGEN	36.2	3.8	32.4	
MADISON BORO	MORRIS	17.4	6.4	11.0	
MAGNOLIA BORO	CAMDEN	14.2	14.2	14.2	
MAHWAH TWP	BERGEN	12.5	4.0	12.5	
MANALAPAN TWP	MONMOUTH	1.5	1.5		
MANCHESTER TWP	OCEAN	29.3	29.3		
MANVILLE BORO	SOMERSET	30.9	21.5	20.1	
MAPLE SHADE TWP	BURLINGTON	41.6	23.8	37.9	
MAPLEWOOD TWP	ESSEX	56.9	7.6	56.9	
MARLBORO TWP	MONMOUTH	31.6		31.6	
MATAWAN BORO	MONMOUTH	17.3		17.3	
MAURICE RIVER TWP	CUMBERLAND	72.3		72.3	
MAYWOOD BORO	BERGEN	76.6	19.1	68.4	
MERCHANTVILLE BORO	CAMDEN	62.8	35.0	62.8	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
METUCHEN BORO	MIDDLESEX	29.3		29.3	
MIDDLE TWP	CAPE MAY	34.1	34.1	28.3	
MIDDLESEX BORO	MIDDLESEX	44.4	31.1	36.5	
MIDDLETOWN TWP	MONMOUTH	3.2	1.5	1.8	
MILLBURN TWP	ESSEX	28.0	4.1	28.0	
MILLVILLE CITY	CUMBERLAND	64.8	57.9	57.5	
MINE HILL TWP	MORRIS	18.4		18.4	
MONROE TWP	GLOUCESTER	3.7	3.7	1.0	
MONROE TWP	MIDDLESEX	26.5	2.3	24.2	
MONTAGUE TWP	SUSSEX	54.3	54.3		
MONTCLAIR TWP	ESSEX	39.9	8.8	39.9	
MONTGOMERY TWP	SOMERSET	44.3		44.3	
MONTVALE BORO	BERGEN	23.6		23.6	
MONTVILLE TWP	MORRIS	8.1		8.1	
MOONACHIE BORO	BERGEN	29.6	29.6	29.6	
MORRIS TWP	MORRIS	14.4	4.2	14.4	
MORRISTOWN TOWN	MORRIS	49.6	16.8	49.6	10.3
MOUNT EPHRAIM BORO	CAMDEN	24.1	24.1		
MOUNT HOLLY TWP	BURLINGTON	64.1	52.2	57.4	
MOUNT LAUREL TWP	BURLINGTON	14.2	3.3	14.2	
MOUNT OLIVE TWP	MORRIS	23.0	13.6	9.5	
MOUNTAINSIDE BORO	UNION	22.4		22.4	
MULLICA TWP	ATLANTIC	22.2		22.2	
NEPTUNE CITY BORO	MONMOUTH	18.6	18.6	18.6	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
NEPTUNE TWP	MONMOUTH	65.9	17.1	63.6	
NEW BRUNSWICK CITY	MIDDLESEX	100.0	86.4	93.5	14.7
NEW HANOVER TWP	BURLINGTON	81.5	72.6	81.5	
NEW MILFORD BORO	BERGEN	66.3	8.3	66.3	
NEWARK CITY	ESSEX	99.7	85.4	98.0	11.7
NEWTON TOWN	SUSSEX	42.1	42.1		
NORTH ARLINGTON BORO	BERGEN	54.1	29.2	49.7	
NORTH BERGEN TWP	HUDSON	100.0	41.6	100.0	4.5
NORTH BRUNSWICK TWP	MIDDLESEX	97.7	12.2	97.7	
NORTH HANOVER TWP	BURLINGTON	57.9		57.9	
NORTH PLAINFIELD BORO	SOMERSET	100.0	21.3	100.0	
NORTH WILDWOOD CITY	CAPE MAY	50.6	50.6		
NORTHFIELD CITY	ATLANTIC	15.7	15.7	15.7	
NORTHVALE BORO	BERGEN	37.9		37.9	
NORWOOD BORO	BERGEN	39.2		39.2	
NUTLEY TWP	ESSEX	32.6	3.5	29.2	
OCEAN CITY	CAPE MAY	18.6	18.6	18.6	
OCEAN TWP	MONMOUTH	27.1	16.7	16.7	
OLD BRIDGE TWP	MIDDLESEX	32.2	4.9	31.3	
ORADELL BORO	BERGEN	10.8		10.8	
PALISADES PARK BORO	BERGEN	100.0	18.4	100.0	10.0
PALMYRA BORO	BURLINGTON	43.4	10.2	43.4	
PARAMUS BORO	BERGEN	45.6		45.6	
PARSIPPANY-TROY HILLS TWP	MORRIS	81.5		81.5	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
PASSAIC CITY	PASSAIC	94.4	81.5	94.4	12.6
PATERSON CITY	PASSAIC	99.5	83.3	99.2	3.9
PAULSBORO BORO	GLOUCESTER	56.6	47.8	30.1	
PEMBERTON BORO	BURLINGTON	100.0		100.0	
PEMBERTON TWP	BURLINGTON	74.6	33.7	65.1	
PENNS GROVE BORO	SALEM	100.0	100.0	100.0	
PENNSAUKEN TWP	CAMDEN	81.7	31.6	81.7	
PENNSVILLE TWP	SALEM	10.3	10.3		
PERTH AMBOY CITY	MIDDLESEX	100.0	68.6	100.0	8.9
PHILLIPSBURG TOWN	WARREN	47.4	47.4	14.7	
PINE HILL BORO	CAMDEN	69.7	38.4	69.7	
PISCATAWAY TWP	MIDDLESEX	98.8	21.6	98.8	
PITMAN BORO	GLOUCESTER	10.2	10.2		
PLAINFIELD CITY	UNION	98.6	77.4	98.6	15.9
PLAINSBORO TWP	MIDDLESEX	89.4		89.4	
PLEASANTVILLE CITY	ATLANTIC	97.8	85.3	97.8	
PLUMSTED TWP	OCEAN	0.4		0.4	
POMPTON LAKES BORO	PASSAIC	24.1		24.1	
PRINCETON	MERCER	19.0		19.0	
PROSPECT PARK BORO	PASSAIC	100.0	73.8	100.0	
RAHWAY CITY	UNION	84.1	14.7	84.1	
RANDOLPH TWP	MORRIS	14.6	4.3	14.6	
RARITAN BORO	SOMERSET	26.8	26.8	26.8	
RED BANK BORO	MONMOUTH	64.5	55.5	41.7	13.6

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
RIDGEFIELD BORO	BERGEN	100.0	13.1	100.0	
RIDGEFIELD PARK VILLAGE	BERGEN	100.0	5.8	100.0	
RIDGEWOOD VILLAGE	BERGEN	12.2		12.2	
RIVER EDGE BORO	BERGEN	42.4		42.4	
RIVERSIDE TWP	BURLINGTON	31.2	31.2	13.3	
ROCHELLE PARK TWP	BERGEN	54.6		54.6	
ROCKAWAY BORO	MORRIS	30.6		30.6	
ROCKAWAY TWP	MORRIS	19.8		19.8	
ROCKLEIGH BORO	BERGEN	100.0		100.0	
ROSELLE BORO	UNION	100.0	54.9	100.0	
ROSELLE PARK BORO	UNION	83.2	13.7	83.2	
RUNNEMEDE BORO	CAMDEN	38.9	26.0	12.9	
RUTHERFORD BORO	BERGEN	54.2		54.2	
SADDLE BROOK TWP	BERGEN	27.5	11.5	22.4	
SALEM CITY	SALEM	100.0	100.0	100.0	
SAYREVILLE BORO	MIDDLESEX	52.8	13.0	48.0	
SCOTCH PLAINS TWP	UNION	22.8		22.8	
SEASIDE HEIGHTS BORO	OCEAN	100.0	100.0	30.6	
SECAUCUS TOWN	HUDSON	100.0	15.1	100.0	
SHREWSBURY TWP	MONMOUTH	100.0		100.0	
SOMERDALE BORO	CAMDEN	67.0		67.0	
SOMERS POINT CITY	ATLANTIC	27.8	27.8		
SOMERVILLE BORO	SOMERSET	70.9		70.9	
SOUTH AMBOY CITY	MIDDLESEX	10.5		10.5	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
SOUTH BOUND BROOK BORO	SOMERSET	66.3		66.3	
SOUTH BRUNSWICK TWP	MIDDLESEX	89.7		89.7	
SOUTH HACKENSACK TWP	BERGEN	95.6		95.6	
SOUTH ORANGE VILLAGE TWP	ESSEX	42.3	7.1	35.1	
SOUTH PLAINFIELD BORO	MIDDLESEX	53.5		53.5	
SOUTH RIVER BORO	MIDDLESEX	37.0	20.6	37.0	6.3
SOUTH TOMS RIVER BORO	OCEAN	100.0	14.7	85.3	
SOUTHAMPTON TWP	BURLINGTON	10.9	10.9		
SPRINGFIELD TWP	UNION	46.1		46.1	
STAFFORD TWP	OCEAN	23.5	23.5		
STANHOPE BORO	SUSSEX	17.4	17.4		
STRATFORD BORO	CAMDEN	15.0		15.0	
SUMMIT CITY	UNION	23.6	4.0	23.6	
SUSSEX BORO	SUSSEX	70.4	70.4		
TEANECK TWP	BERGEN	74.2	5.8	74.2	2.7
TENAFLY BORO	BERGEN	48.7		48.7	
TETERBORO BORO	BERGEN	100.0		100.0	
TINTON FALLS BORO	MONMOUTH	19.8		19.8	
TOMS RIVER TWP	OCEAN	8.9	7.1	5.7	
TOTOWA BORO	PASSAIC	12.9	2.2	10.7	
TRENTON CITY	MERCER	97.9	86.9	97.9	3.9
TUCKERTON BORO	OCEAN	40.1	40.1		
UNION BEACH BORO	MONMOUTH	43.3	43.3		
UNION CITY	HUDSON	100.0	90.6	100.0	12.5

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
UNION TWP	UNION	89.8	6.9	89.8	
UPPER DEERFIELD TWP	CUMBERLAND	54.7	54.7	26.7	
UPPER SADDLE RIVER BORO	BERGEN	15.5		15.5	
VENTNOR CITY	ATLANTIC	67.6	58.4	46.8	
VERONA TWP	ESSEX	7.5		7.5	
VICTORY GARDENS BORO	MORRIS	100.0	100.0	100.0	
VINELAND CITY	CUMBERLAND	86.4	51.9	74.8	1.5
VOORHEES TWP	CAMDEN	52.3	11.1	49.7	
WALDWICK BORO	BERGEN	12.8	12.8		
WALL TWP	MONMOUTH	9.1	9.1		
WALLINGTON BORO	BERGEN	39.0	15.0	24.1	
WASHINGTON BORO	WARREN	16.2	16.2		
WASHINGTON TWP	GLOUCESTER	3.9	3.9	3.9	
WATERFORD TWP	CAMDEN	18.3		18.3	
WAYNE TWP	PASSAIC	15.1	4.2	11.8	
WEEHAWKEN TWP	HUDSON	83.7	35.5	83.7	
WEST DEPTFORD TWP	GLOUCESTER	7.0		7.0	
WEST NEW YORK TOWN	HUDSON	100.0	75.6	100.0	20.4
WEST ORANGE TWP	ESSEX	73.0	14.2	73.0	
WEST WINDSOR TWP	MERCER	80.6		80.6	
WESTAMPTON TWP	BURLINGTON	43.4		43.4	
WESTFIELD TOWN	UNION	9.0		9.0	
WESTWOOD BORO	BERGEN	54.9		54.9	
WHARTON BORO	MORRIS	100.0	13.4	100.0	

MUNICIPALITY	COUNTY	Percent of Population Meeting Any Criteria	Percent of Population Meeting Low Income Criteria	Percent of Population Meeting Minority Criteria	Percent of Population Meeting Limited English Proficiency Criteria
WILDWOOD CITY	CAPE MAY	100.0	100.0	10.2	
WILLINGBORO TWP	BURLINGTON	100.0	5.5	100.0	
WINSLOW TWP	CAMDEN	74.9	14.0	71.9	
WOODBINE BORO	CAPE MAY	100.0	100.0	61.9	
WOODBRIIDGE TWP	MIDDLESEX	75.8	6.2	75.8	
WOODBURY CITY	GLOUCESTER	60.8	60.8	47.7	
WOODLAND PARK BORO	PASSAIC	56.8	24.5	50.8	
WOODLYNNE BORO	CAMDEN	100.0	100.0	100.0	
WOOD-RIDGE BORO	BERGEN	21.8		21.8	
WRIGHTSTOWN BORO	BURLINGTON	100.0	100.0	100.0	

Appendix B: References and Resources

Developing Executive Branch Action Plans and Regulatory Actions

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Appendix C: Glossary

Capacity Building: Assisting communities with building resources, knowledge, skills, and technical abilities to address environmental, social and economic problems and improve quality of life.

Carless Households: – Households without ownership of a car due to economic or other constraints.

Community of Concern: A community inclusive of all overburdened communities, as well as additional socioeconomic demographics identified by the Executive Branch through the Environmental Justice Interagency Council.

Cumulative Environmental or Public Health Impacts: A disproportionately high number of environmental and public health impacts affecting an overburdened community or community of concern.

Environmental Justice: According to EPA definition, the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.

Environmental Justice Advisory Council (EJAC): Advisory council to the Commissioner of the NJDEP, consisting of 18 members representing the following sectors: local grassroots or community groups; Statewide social justice/civil rights or labor organizations; Statewide environmental justice or environmental advocacy organizations; faith-based organizations or State or Federally recognized tribal governments or indigenous groups; county or municipal government or planning professionals; academia; public health; and business or industry.

Environmental Justice Community: A community of concern with multiple environmental and public health stressors and/or lack or absence of environmental or public health benefits.

Environmental Justice Interagency Council (EJIC) Representative/Member: The senior official appointed by the agency head to represent the department or agency on the EJIC. The senior official should have the authority and ability to reach within the agency to access the staff or resources needed to further EJIC commitments

Environmental Justice (EJ) Liaisons: An employee assigned to lead the agency's environmental justice discussions and work as well as participate in the EJIC along with the agency's senior representative to the Council. The EJ Liaison should be well-connected with the local government and community groups in environmental justice communities relevant to the agency's work or be committed to developing those relationships.

Environmental and Public Health Benefits: Net improvements in social welfare that result from changes in the quantity or quality of ecosystem goods and services attributable to policy or environmental decisions. Examples of benefits include high quality parks, a large quantity of parks, and tree canopy

Environmental or Public Health Stressors: Sources of environmental pollution, including, but not limited to, concentrated areas of air pollution, mobile sources of air pollution, contaminated sites, transfer stations or other solid waste facilities, recycling facilities, scrap yards, and point-sources of water pollution including, but not limited to, water pollution from facilities or combined sewer overflows; or conditions that may cause potential public health impacts, including, but not limited to, asthma, cancer, elevated blood lead levels, cardiovascular disease, and developmental problems in the overburdened community.

Executive Branch Action Plans: A document prepared by State departments and agencies that will identify and address potential environmental justice challenges and opportunities presented by their programs and activities, consistent with the principles and best practices set forth in this guidance document.

Executive Branch Departments and Agencies (“the Executive Branch”): Any of the principal departments in the Executive Branch of State government and any agency, authority, board, bureau, commission, division, institution, office, or other instrumentality within or created by any such department, and any independent State authority, commission, instrumentality, or agency over which the Governor exercises executive authority, as determined by the Attorney General.

Executive Branch Initial Assessments: A process to be completed by the Executive Branch to set the framework for opportunities, challenges, goals, and milestones to advance environmental justice in communities of concern.

Indigenous Peoples: As defined by EPA, the term “indigenous peoples” includes state-recognized tribes; indigenous and tribal community-based organizations; individual members of federally recognized tribes, including those living on a different reservation or living outside Indian country; individual members of state-recognized tribes; Native Hawaiians; Native Pacific Islanders; and individual Native Americans.

Limited English Proficiency: A household does not have an adult that speaks English “very well” according to the United States Census Bureau.

Low-Income: A household that is at or below twice the poverty threshold as that threshold is determined annually by the United States Census Bureau.

Low and Moderate Income: - Low income is defined as at or below 50 percent of median family income. Moderate income is over 50 percent, but no more than 80 percent of median family income.

Minority: The number or percent of individuals in a block group who list their racial status as a race other than white alone and/or list their ethnicity as Hispanic or Latino. That is, all people other than non-Hispanic white-alone individuals.

Mobile Sources: Pollution sources that move including vehicles, engines, and motorized equipment that produce exhaust and evaporative emissions. Mobile sources include a wide variety of vehicles, engines, and equipment. "On-road" or highway sources include vehicles used on roads for transportation of passengers or freight. "Nonroad" (also called "off-road") sources include vehicles, engines, and equipment used for construction, agriculture, recreation, and many other purposes. Within these two broad categories, on-road and nonroad sources are further distinguished by size, weight, use, and/or horsepower.

Overburdened Communities: As defined in the recently signed environmental justice law, any census block group, as determined in accordance with the most recent US Census, in which: (1) at least 35 percent of the households qualify as low-income households; (2) at least 40 percent of the residents identify as minority or as members of a State recognized tribal community; or (3) at least 40 percent of the households have limited English proficiency.

Social Vulnerability Index: – The Centers for Diseases Control and Prevention defines Social Vulnerability Index by using 15 U.S. census variables at tract level to help local officials identify communities that may need support in preparing for hazards or recovering from disaster.

Source: Any process, or any identifiable part thereof, that emits or can reasonably be anticipated to emit any air contaminant either directly or indirectly into the outdoor atmosphere.

State Recognized Tribal Community: Members of the Nanticoke Lenni-Lenape Indians, Powhatan Renape Indians, Ramapough Lenape Indian Nation, and Inter-Tribal People. Inter-Tribal People refers to American Indian people who reside in New Jersey, but are members of federally and/or State-recognized tribes in other states.

Stationary Sources: Are a place or object from which pollutants are released and which does not move around. Stationary sources include power plants, gas stations, incinerators, houses etc.

Vulnerable Community: Any community that may possess any populations more susceptible to environmental and public health stressors, such as children, elderly, and persons with disabilities.

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